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**SERIAL NO. 09/895,886**

IBM DOCKET NO. AUS920010236US1

DATE: August 15, 2005

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Number of Pages to Follow (including this cover sheet) 5

SEND TO: United States Patent Office

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Group Art Unit: **2164**

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Docket No. AUS920010236US1

Serial No. **09/895,886**

Atty: LAV / JVL

Applicant: Calderaro, et al.

<input checked="" type="checkbox"/> Transmittal Letter (2 copies)	<input checked="" type="checkbox"/> Certificate of Facsimile
<input type="checkbox"/> Amendment ( <u>    </u> pages)	<input type="checkbox"/> Notice of Appeal
<input type="checkbox"/> Amendment AF	<input type="checkbox"/> Appeal Brief (3 copies)
<input type="checkbox"/> Ext. of Time	<input type="checkbox"/> Reply Brief
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<input checked="" type="checkbox"/> Form PTO-1449 (Modified)	
<input type="checkbox"/> Other <u>                                </u>	

Deposit Acct. No. 09-0447

Fees: Amendment          Notice of Appeal          Appeal Brief          Other \$ 0.00

Atty Ref. No. 1030

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**SERIAL NO. 09/895,886**

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DATE: August 15, 2005

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*Joseph T. Van Leeuwen*  
Joseph T. Van Leeuwen

*8/15/05*  
Date

Sir:

Transmitted herewith for filing is the Patent Application of:

Inventors: Calderaro, et al.

For: System and Method for Improved Personnel Compensation Planning Factors

Enclosed are:

- ☒ Information Disclosure Statement;
- ☒ Modified form 1449 listing 1 reference;
- ☒ copies of any non-U.S. Patent references listed on form 1449.

37 CFR § 1.97 is satisfied by the following:

- ☒ This IDS is being filed pursuant to CFR § 1.97(c) and:
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- ☒ The Commissioner is hereby authorized to charge payment of the following fees associated with this communication or credit any overpayment to Deposit Account No. 09-0447. A duplicate copy of this sheet is enclosed.
- ☒ Any additional patent application processing fees under 37 CFR Sect. 1.17.

Respectfully submitted,

By *Joseph T. Van Leeuwen*  
Joseph T. Van Leeuwen  
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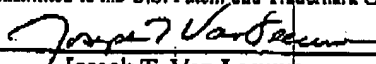
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Inventors: Calderaro, et al.

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IBM DOCKET NO. AUS920010236US1

DATE: August 15, 2005

**IN THE UNITED STATES PATENT AND TRADEMARK OFFICE**

In re application of:	: Group Art Unit: 2164
Calderaro, et. al.	: Intellectual Property Law Department
Serial No.: 09/895,886	: International Business
Filed: June 29, 2001	: Machines Corporation
Title: <u>System and Method for Improved</u>	: Intellectual Property Law Dept.
<u>Personnel Compensation Planning</u>	: 11400 Burnet Road
<u>Factors</u>	: Austin, Texas 78758

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The Commissioner of Patents  
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Applicants submit herewith patents, publications or other information of which they are aware, which they believe may be material to the examination of this application and in respect of which there may be a duty to disclose in accordance with 37 CFR § 1.56.

While this Information Disclosure Statement may be "material" pursuant to 37 CFR § 1.56, it is not intended to constitute an admission that any patent, publication or other information referred to herein is "prior art" for this invention unless specifically designated as such. In accordance with 37 CFR § 1.97(g) the filing of this Information Disclosure Statement shall not be construed to mean that a search has been made or that no other material information as defined in 37 CFR § 1.56 (a) exists.

The attached form, PTO-1449, provides a listing of patents, publications, or other information as required by 37 CFR § 1.98 (a)(1). A copy of each listed item that is not a U.S. Patent document, is supplied herewith.

Respectfully submitted,

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Page 1 of 1

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In Place of FORM PTO-1449 (Modified)

Serial No. 09/895,886Applicant: Calderaro, et. al.Filing Date: 6/29/2001Group: 2164Atty. Docket No. AUS20010236US1**LIST OF PATENTS AND PUBLICATIONS FOR  
APPLICANT'S INFORMATION DISCLOSURE  
STATEMENT****U. S. PATENT DOCUMENTS**

<u>Examiner Initial</u>	<u>Document Number</u>	<u>Date</u>	<u>Name</u>	<u>Classification Class / Subclass</u>	<u>Filing Date if Appropriate</u>
_____	AA 6,487,552	Nov 2002	Lei et al.	707 / 4	
_____	AB				
_____	AC				
_____	AD				
_____	AE				
_____	AF				
_____	AG				
_____	AH				
_____	AI				
_____	AJ				
_____	AK				
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**FOREIGN PATENT DOCUMENTS**

<u>Examiner Initial</u>	<u>Document Number</u>	<u>Date</u>	<u>Country</u>	<u>Classification</u>	<u>Translation Yes No</u>
_____	AM				
_____	AN				
_____	AO				
_____	AP				

**OTHER ART (Including Author, Title, Date, Pertinent Pages, Etc.)**

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Date Considered:

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